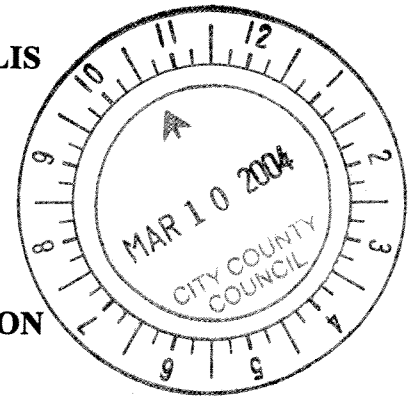


**CONSOLIDATED CITY OF INDIANAPOLIS
AND COUNTY OF MARION,
STATE OF INDIANA**

EXECUTIVE ORDER NO. 2, 2004

**PROHIBITION OF DISCRIMINATION
ON THE BASIS OF SEXUAL ORIENTATION**



WHEREAS, this Administration believes denying equal opportunities based on sexual orientation is contrary to the principles of freedom and equality of opportunity and is a burden to the objectives of the city's policies; and

WHEREAS, this Administration is committed to equal opportunity and conducts its business without regard to race, color, disability, religion, sex, age, national origin or veteran status; and

WHEREAS, it is the policy of this Administration to provide equal opportunity in all city matters and to prohibit discriminatory intent from playing any role in such matters; and

WHEREAS, it is the goal of this Administration to make clear that discrimination on the basis of sexual orientation in city matters shall not be tolerated; and

WHEREAS, the successful implementation of this policy requires the participation and cooperation of all Departments and Divisions of the City of Indianapolis;

NOW, THEREFORE, by virtue of the authority vested in me as Chief Executive and Administrative Officer of the city and successor-in-interest to the Board of Commissioners of Marion County and pursuant to Section 221-401 of the Revised Code of the Consolidated City of Indianapolis and Marion County, it is hereby ordered as follows:

1. Discrimination on the basis of sexual orientation in any city matters is hereby prohibited. This prohibition includes, but is not limited to, employment decisions, contracts, and business relations.
2. The Department of Administration shall modify all materials containing the city's Equal Employment Opportunity Policy to include a prohibition against discrimination on the basis of sexual orientation when those materials are next printed. The Department shall also review the city's Employee Manual and modify it as necessary to reflect the policy set forth in this Executive Order when those materials are next printed. Memoranda amending such materials shall be distributed in the interim.
3. The Human Resources Division shall include the prohibition against sexual orientation discrimination in the curricula of training sessions in which the city's Equal Employment Opportunity Policy is addressed.

4. The Directors of all City Departments shall affirm their commitment to the city's policy against discrimination on the basis of sexual orientation and shall appropriately communicate their support throughout their respective Departments. The Directors shall assure all appropriate departmental documents include standard language prohibiting discrimination on the basis of sexual orientation. The Directors shall promptly supply documentation concerning their efforts to the Director of the Department of Administration.

5. City employees who believe they have been discriminated against on the basis of their sexual orientation shall be encouraged to report the facts giving rise to their belief to their supervisor, Department Director or Human Resource representative, who shall investigate the allegations promptly and thoroughly and attempt to resolve the issue in the same manner provided for individuals alleging discrimination on other grounds.

6. Individuals who are not city employees but who believe they have been discriminated against on the basis of their sexual orientation in their interaction with the city shall be encouraged to report the facts giving rise to their belief to the Division of Equal Opportunity, which shall contact the involved parties, investigate the allegations promptly and thoroughly, and attempt to resolve the issue in the same manner provided for individuals alleging discrimination on other grounds.

7. This Executive Order shall become effective immediately upon execution.

DATED this 9th day of March, 2004.

CONSOLIDATED CITY OF INDIANAPOLIS
AND MARION COUNTY, INDIANA

By: Bart Peterson
Bart Peterson, Mayor

APPROVED AS TO FORM AND LEGALITY:

By: A. Scott Chinn
A. Scott Chinn, Corporation Counsel